

**SIKKIM**



**GOVERNMENT**

**GAZETTE**

**EXTRAORDINARY  
PUBLISHED BY AUTHORITY**

**Gangtok**

**Thursday 11<sup>th</sup> November, 2021**

**No. 314**

**GOVERNMENT OF SIKKIM  
EDUCATION DEPARTMENT  
TASHILING SECRETARIAT**

**No. 27/ADM/EDN**

**Dated: 09/11/2021**

**NOTIFICATION**

**Sikkim Ad-Hoc Teachers Regularisation Policy, 2021**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following policy relating to the regularisation of Ad-Hoc teachers in the Department of Education, Government of Sikkim.

**1. *Short title and commencement* -**

- (1) This policy shall be called the Sikkim Ad-Hoc teachers Regularisation Policy, 2021
- (2) This policy shall come into force with effect from the date of its publication in the *Official Gazette*.

**2. *Overriding effect* – This policy shall have effect notwithstanding anything to the contrary contained in any other rules, policy or orders on the subject for the time being in force.**

### **3. General Policy & Conditions for regularisation -**

- (1) All the recruitments for an Adhoc teacher of all categories shall be done only by Sikkim State Teachers' Recruitment Board (SSTRB).
- (2) The Ad-hoc teachers who have completed 8 years of continuous service as on 31.12.2020 and 31<sup>st</sup> December of every calendar year thereafter, and fulfilling the minimum eligibility prescribed in the NCTE Act, and its rules and regulations framed thereunder may be considered for regularisation against the available corresponding vacancies in the Department of Education.
- (3) No new post of any category will be created.
- (4) After regularization, the original post of the concerned Ad-hoc teacher shall be abolished.
- (5) The regularisation shall be subject to availability of budget allocated to the Department of Education for that year.
- (6) Since no new post is to be created, therefore, no additional fund/budget will be demanded.
- (7) 8 years of continuous service is only an eligibility criteria and regularization shall be made on fulfilment and completion of statutory formalities and on recommendation of the SSTRB in accordance to clauses 4 & 5.
- (8) The Ad-hoc teachers may be regularized against the corresponding posts/ vacancies purely on seniority basis, subject to rejection of those found unfit.
- (9) The Ad-hoc teachers who were within age limit prescribed for direct recruitment at the time of engagement on ad-hoc basis, may be given relaxation in age limit while regularizing their services, if they have crossed the maximum limit as prescribed in the relevant recruitment rules.
- (10) The qualifying continuous adhoc service of 8 years for regularisation shall be determined by the Committee constituted for the purpose, in the Department vide Ref. No. 305/HRDD/Plg. Dated 13/02/2019.
- (11) The inter se-seniority of the teachers after regularisation shall be determined as per the order of seniority fixed by the SSTRB.
- (12) Regularisation of the Adhoc teachers shall be subject to submission of satisfactory performance report.
- (13) That the antecedents of those Ad-hoc teachers seeking regularisation shall be verified by the Police Department, as per the instructions of the Government of Sikkim.
- (14) In case where vacant posts are not available and also if the Adhoc Teachers are found to be ineligible, their regularisation may be done against any available Group C & D posts in the Department.
- (15) Appointment on regularization of the Adhoc teachers shall be in relaxation of roster point/reservation rules. The appointment shall be strictly as per the provisions of relevant rules governing appointment and other conditions of service prevalent in the State and as amended from time to time.

4. **Terms and conditions applicable to Ad-hoc teachers considered for regularisation**– The following terms and conditions shall apply to the Ad-hoc teacher being considered for regularisation, in addition to Provision No.3 of the said Policy, and are as under–
- (1) The Ad-hoc teacher who has completed 8 years of continuous service on 31.12.2020 and 31<sup>st</sup> December of every calendar year thereafter, will be eligible for consideration for regularization
  - (2) The regularization will be strictly on the basis of seniority, subject to fitness and fulfilment of minimum eligibility prescribed in the NCTE Act, and its rules and regulation framed thereunder.
  - (3) The candidate should be medically fit for the post being considered for regularization. The medical fitness certificate of the candidate shall be produced at the time of screening.
  - (4) The documentary proof of Date of Birth, and requisite qualifications at the time of appointment as Ad-Hoc teacher shall be produced at the time of screening.
  - (5) A screening committee will be constituted by the Sikkim State Teachers Recruitment Board, for conducting interview and assessing the suitability of the candidate concerned for regularization.
  - (6) The Ad-hoc teacher so regularized shall be liable to be posted anywhere within the State.
5. **Screening Committee** – The Sikkim State Teachers Recruitment Board will be empowered to constitute a screening committee, for the purpose of conducting interview, scrutiny of documents, finalisation and recommending of the suitable candidates in pursuance of this policy.
6. **Interpretation**– If any questions may arise as to the interpretation of this policy, the decisions of the Government thereon shall be final
7. **Power to Relax** – Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing relax any of the provisions of this policy, with respect to any clause, or category of persons.

By Order and in the name of the Governor,

G.P UPADHYAYA  
ADDL. CHIEF SECRETARY  
EDUCATION DEPARTMENT  
GOVERNMENT OF SIKKIM

